

REGISTER OF WAGE DETERMINATIONS UNDER THE  
SERVICE CONTRACT ACT

By direction of the Secretary of Labor

Daniel W. Simms Director      Division of Wage  
Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 2015-4017  
Revision No.: 8  
Date of Last Revision: 07/03/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts)

This wage determination is applicable to the following cities and towns in STRAFFORD COUNTY: Barrington, Dover, Durham, Farmington, Lee, Madbury, Middleton, Milton, New Durham, Rochester, Rollinsford, Somersworth, Strafford

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		15 .98
01012 - Accounting Clerk II		17 .93
01013 - Accounting Clerk III		20 .06
01020 - Administrative Assistant		24 .31
01035 - Court Reporter		19 .18
01041 - Customer Service Representative I		15 .46
01042 - Customer Service Representative II		17 .39
01043 - Customer Service Representative III		18 .98
01051 - Data Entry Operator I		13 .61
01052 - Data Entry Operator II		14 .85
01060 - Dispatcher, Motor Vehicle		18 .10
01070 - Document Preparation Clerk		15 .27
01090 - Duplicating Machine Operator		15 .27
01111 - General Clerk I		13 .68
01112 - General Clerk II		14 .94
01113 - General Clerk III		16 .76
01120 - Housing Referral Assistant		21 .38
01141 - Messenger Courier		12 .45
01191 - Order Clerk I		16 .31

01192 - Order Clerk II	17 .80
01261 - Personnel Assistant (Employment) I	17 .38
01262 - Personnel Assistant (Employment) II	19 .45
01263 - Personnel Assistant (Employment) III	21 .68
01270 - Production Control Clerk	24 .04
01290 - Rental Clerk	14 .32
01300 - Scheduler, Maintenance	17 .14
01311 - Secretary I	17 .14
01312 - Secretary II	19 .18
01313 - Secretary III	21 .38
01320 - Service Order Dispatcher	18 .47
01410 - Supply Technician	24 .31
01420 - Survey Worker	16 .91
01460 - Switchboard Operator/Receptionist	15 .64
01531 - Travel Clerk I	13 .79
01532 - Travel Clerk II	14 .93
01533 - Travel Clerk III	16 .40
01611 - Word Processor I	15 .27
01612 - Word Processor II	17 .14
01613 - Word Processor III	19 .18

**05000 - Automotive Service Occupations**

05005 - Automobile Body Repairer, Fiberglass	20 .42
05010 - Automotive Electrician	19 .90
05040 - Automotive Glass Installer	18 .83
05070 - Automotive Worker	18 .83
05110 - Mobile Equipment Servicer	16 .81
05130 - Motor Equipment Metal Mechanic	20 .91
05160 - Motor Equipment Metal Worker	18 .83
05190 - Motor Vehicle Mechanic	20 .91
05220 - Motor Vehicle Mechanic Helper	15 .80
05250 - Motor Vehicle Upholstery Worker	17 .81
05280 - Motor Vehicle Wrecker	18 .83
05310 - Painter, Automotive	20 .31
05340 - Radiator Repair Specialist	18 .83
05370 - Tire Repairer	12 .26
05400 - Transmission Repair Specialist	20 .91

**07000 - Food Preparation And Service Occupations**

07010 - Baker	15 .96
07041 - Cook I	14 .89
07042 - Cook II	16 .92
07070 - Dishwasher	9 .90
07130 - Food Service Worker	11 .16
07210 - Meat Cutter	18 .63

07260 - Waiter/Waitress 9 .53

**09000 - Furniture Maintenance And Repair Occupations**

09010 - Electrostatic Spray Painter 17 .31  
 09040 - Furniture Handler 12 .08  
 09080 - Furniture Refinisher 17 .31  
 09090 - Furniture Refinisher Helper 13 .74  
 09110 - Furniture Repairer, Minor 15 .50  
 09130 - Upholsterer 17 .31

**11000 - General Services And Support Occupations**

11030 - Cleaner, Vehicles 12 .33  
 11060 - Elevator Operator 12 .33  
 11090 - Gardener 18 .15  
 11122 - Housekeeping Aide 12 .89  
 11150 - Janitor 12 .89  
 11210 - Laborer, Grounds Maintenance 14 .99  
 11240 - Maid or Houseman 10 .66  
 11260 - Pruner 13 .99  
 11270 - Tractor Operator 17 .05  
 11330 - Trail Maintenance Worker 14 .99  
 11360 - Window Cleaner 13 .83

**12000 - Health Occupations**

12010 - Ambulance Driver 20 .33  
 12011 - Breath Alcohol Technician 21 .00  
 12012 - Certified Occupational Therapist Assistant 27 .71  
 12015 - Certified Physical Therapist Assistant 27 .85  
 12020 - Dental Assistant 21 .53  
 12025 - Dental Hygienist 36 .66  
 12030 - EKG Technician 32 .87  
 12035 - Electroneurodiagnostic Technologist 32 .87  
 12040 - Emergency Medical Technician 20 .33  
 12071 - Licensed Practical Nurse I 19 .38  
 12072 - Licensed Practical Nurse II 21 .69  
 12073 - Licensed Practical Nurse III 24 .18  
 12100 - Medical Assistant 16 .61  
 12130 - Medical Laboratory Technician 21 .14  
 12160 - Medical Record Clerk 16 .30  
 12190 - Medical Record Technician 25 .80  
 12195 - Medical Transcriptionist 19 .38  
 12210 - Nuclear Medicine Technologist 45 .11  
 12221 - Nursing Assistant I 12 .39  
 12222 - Nursing Assistant II 13 .94  
 12223 - Nursing Assistant III 15 .22

12224 - Nursing Assistant IV	17 .07
12235 - Optical Dispenser	19 .36
12236 - Optical Technician	19 .38
12250 - Pharmacy Technician	15 .22
12280 - Phlebotomist	18 .18
12305 - Radiologic Technologist	32 .87
12311 - Registered Nurse I	26 .03
12312 - Registered Nurse II	31 .84
12313 - Registered Nurse II, Specialist	31 .84
12314 - Registered Nurse III	38 .52
12315 - Registered Nurse III, Anesthetist	38 .52
12316 - Registered Nurse IV	46 .17
12317 - Scheduler (Drug and Alcohol Testing)	26 .01
12320 - Substance Abuse Treatment Counselor	25 .63

**13000 - Information And Arts Occupations**

13011 - Exhibits Specialist I	19 .30
13012 - Exhibits Specialist II	23 .90
13013 - Exhibits Specialist III	29 .24
13041 - Illustrator I	19 .30
13042 - Illustrator II	23 .90
13043 - Illustrator III	29 .24
13047 - Librarian	26 .47
13050 - Library Aide/Clerk	11 .14
13054 - Library Information Technology Systems Administrator	23 .90
13058 - Library Technician	18 .92
13061 - Media Specialist I	17 .25
13062 - Media Specialist II	19 .30
13063 - Media Specialist III	21 .51
13071 - Photographer I	17 .25
13072 - Photographer II	19 .30
13073 - Photographer III	23 .90
13074 - Photographer IV	29 .24
13075 - Photographer V	35 .38
13090 - Technical Order Library Clerk	16 .95
13110 - Video Teleconference Technician	18 .04

**14000 - Information Technology Occupations**

14041 - Computer Operator I	16 .60
14042 - Computer Operator II	18 .57
14043 - Computer Operator III	20 .71
14044 - Computer Operator IV	23 .00
14045 - Computer Operator V	25 .48
14071 - Computer Programmer I	(see 1) 21 .20
14072 - Computer Programmer II	(see 1) 26 .27

14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	16 .60
14160 - Personal Computer Support Technician	23 .03
14170 - System Support Specialist	28 .03

**15000 - Instructional Occupations**

15010 - Aircrew Training Devices Instructor (Non-Rated)	31 .98
15020 - Aircrew Training Devices Instructor (Rated)	38 .33
15030 - Air Crew Training Devices Instructor (Pilot)	45 .94
15050 - Computer Based Training Specialist / Instructor	31 .98
15060 - Educational Technologist	29 .80
15070 - Flight Instructor (Pilot)	45 .94
15080 - Graphic Artist	21 .64
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	45 .94
15086 - Maintenance Test Pilot, Rotary Wing	45 .94
15088 - Non-Maintenance Test/Co-Pilot	45 .94
15090 - Technical Instructor	26 .47
15095 - Technical Instructor/Course Developer	32 .38
15110 - Test Proctor	21 .37
15120 - Tutor	21 .37

**16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations**

16010 - Assembler	11 .93
16030 - Counter Attendant	11 .93
16040 - Dry Cleaner	14 .24
16070 - Finisher, Flatwork, Machine	11 .93
16090 - Presser, Hand	11 .93
16110 - Presser, Machine, Drycleaning	11 .93
16130 - Presser, Machine, Shirts	11 .93
16160 - Presser, Machine, Wearing Apparel, Laundry	11 .93
16190 - Sewing Machine Operator	15 .10
16220 - Tailor	15 .78
16250 - Washer, Machine	12 .50

**19000 - Machine Tool Operation And Repair Occupations**

19010 - Machine-Tool Operator (Tool Room)	22 .86
19040 - Tool And Die Maker	27 .33

**21000 - Materials Handling And Packing Occupations**

21020 - Forklift Operator	18 .38
21030 - Material Coordinator	24 .04

21040 - Material Expediter	24 .04
21050 - Material Handling Laborer	12 .62
21071 - Order Filler	12 .73
21080 - Production Line Worker (Food Processing)	18 .38
21110 - Shipping Packer	16 .76
21130 - Shipping/Receiving Clerk	16 .76
21140 - Store Worker I	14 .87
21150 - Stock Clerk	18 .13
21210 - Tools And Parts Attendant	18 .38
21410 - Warehouse Specialist	18 .38

### **23000 - Mechanics And Maintenance And Repair Occupations**

23010 - Aerospace Structural Welder	25 .20
23019 - Aircraft Logs and Records Technician	20 .47
23021 - Aircraft Mechanic I	24 .03
23022 - Aircraft Mechanic II	25 .20
23023 - Aircraft Mechanic III	26 .34
23040 - Aircraft Mechanic Helper	18 .15
23050 - Aircraft, Painter	22 .86
23060 - Aircraft Servicer	20 .47
23070 - Aircraft Survival Flight Equipment Technician	22 .86
23080 - Aircraft Worker	21 .63
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21 .63
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24 .03
23110 - Appliance Mechanic	22 .86
23120 - Bicycle Repairer	16 .32
23125 - Cable Splicer	28 .05
23130 - Carpenter, Maintenance	22 .33
23140 - Carpet Layer	21 .63
23160 - Electrician, Maintenance	23 .77
23181 - Electronics Technician Maintenance I	22 .58
23182 - Electronics Technician Maintenance II	23 .87
23183 - Electronics Technician Maintenance III	25 .09
23260 - Fabric Worker	20 .47
23290 - Fire Alarm System Mechanic	24 .03
23310 - Fire Extinguisher Repairer	19 .31
23311 - Fuel Distribution System Mechanic	24 .03
23312 - Fuel Distribution System Operator	19 .31
23370 - General Maintenance Worker	19 .12
23380 - Ground Support Equipment Mechanic	24 .03
23381 - Ground Support Equipment Servicer	20 .47
23382 - Ground Support Equipment Worker	21 .63
23391 - Gunsmith I	19 .31
23392 - Gunsmith II	21 .63
23393 - Gunsmith III	24 .03

23410 - Heating, Ventilation And Air-Conditioning Mechanic	25 .76
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27 .02
23430 - Heavy Equipment Mechanic	24 .03
23440 - Heavy Equipment Operator	23 .25
23460 - Instrument Mechanic	24 .03
23465 - Laboratory/Shelter Mechanic	22 .86
23470 - Laborer	12 .62
23510 - Locksmith	22 .86
23530 - Machinery Maintenance Mechanic	25 .87
23550 - Machinist, Maintenance	22 .78
23580 - Maintenance Trades Helper	17 .52
23591 - Metrology Technician I	24 .03
23592 - Metrology Technician II	25 .20
23593 - Metrology Technician III	26 .34
23640 - Millwright	27 .57
23710 - Office Appliance Repairer	22 .86
23760 - Painter, Maintenance	17 .55
23790 - Pipefitter, Maintenance	24 .48
23810 - Plumber, Maintenance	23 .29
23820 - Pneudraulic Systems Mechanic	24 .03
23850 - Rigger	24 .03
23870 - Scale Mechanic	21 .63
23890 - Sheet-Metal Worker, Maintenance	24 .03
23910 - Small Engine Mechanic	19 .81
23931 - Telecommunications Mechanic I	24 .67
23932 - Telecommunications Mechanic II	27 .10
23950 - Telephone Lineman	28 .31
23960 - Welder, Combination, Maintenance	20 .93
23965 - Well Driller	24 .03
23970 - Woodcraft Worker	24 .03
23980 - Woodworker	19 .12

#### **24000 - Personal Needs Occupations**

24550 - Case Manager	13 .96
24570 - Child Care Attendant	10 .72
24580 - Child Care Center Clerk	13 .37
24610 - Chore Aide	11 .94
24620 - Family Readiness And Support Services Coordinator	13 .96
24630 - Homemaker	13 .96

#### **25000 - Plant And System Operations Occupations**

25010 - Boiler Tender	24 .03
25040 - Sewage Plant Operator	23 .50
25070 - Stationary Engineer	24 .03
25190 - Ventilation Equipment Tender	18 .15

25210 - Water Treatment Plant Operator		23 .50
<b>27000 - Protective Service Occupations</b>		
27004 - Alarm Monitor		18 .93
27007 - Baggage Inspector		14 .71
27008 - Corrections Officer		22 .17
27010 - Court Security Officer		22 .17
27030 - Detection Dog Handler		17 .46
27040 - Detention Officer		22 .17
27070 - Firefighter		22 .17
27101 - Guard I		14 .71
27102 - Guard II		17 .46
27131 - Police Officer I		22 .44
27132 - Police Officer II		24 .93
<b>28000 - Recreation Occupations</b>		
28041 - Carnival Equipment Operator		12 .25
28042 - Carnival Equipment Repairer		13 .04
28043 - Carnival Worker		10 .04
28210 - Gate Attendant/Gate Tender		17 .34
28310 - Lifeguard		15 .09
28350 - Park Attendant (Aide)		19 .41
28510 - Recreation Aide/Health Facility Attendant		14 .16
28515 - Recreation Specialist		19 .51
28630 - Sports Official		15 .46
28690 - Swimming Pool Operator		19 .40
<b>29000 - Stevedoring/Longshoremen Occupational Services</b>		
29010 - Blocker And Bracer		21 .63
29020 - Hatch Tender		21 .63
29030 - Line Handler		21 .63
29041 - Stevedore I		20 .47
29042 - Stevedore II		22 .86
<b>30000 - Technical Occupations</b>		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	42 .15
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	29 .06
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	32 .00
30021 - Archeological Technician I		17 .71
30022 - Archeological Technician II		19 .81
30023 - Archeological Technician III		24 .55
30030 - Cartographic Technician		24 .55
30040 - Civil Engineering Technician		25 .22
30051 - Cryogenic Technician I		24 .00
30052 - Cryogenic Technician II		26 .50

30061 - Drafter/CAD Operator I		17 .71
30062 - Drafter/CAD Operator II		19 .81
30063 - Drafter/CAD Operator III		22 .09
30064 - Drafter/CAD Operator IV		27 .17
30081 - Engineering Technician I		15 .12
30082 - Engineering Technician II		16 .97
30083 - Engineering Technician III		21 .45
30084 - Engineering Technician IV		23 .52
30085 - Engineering Technician V		28 .77
30086 - Engineering Technician VI		34 .81
30090 - Environmental Technician		21 .67
30095 - Evidence Control Specialist		21 .67
30210 - Laboratory Technician		20 .17
30221 - Latent Fingerprint Technician I		24 .00
30222 - Latent Fingerprint Technician II		26 .50
30240 - Mathematical Technician		24 .55
30361 - Paralegal/Legal Assistant I		18 .97
30362 - Paralegal/Legal Assistant II		23 .50
30363 - Paralegal/Legal Assistant III		28 .75
30364 - Paralegal/Legal Assistant IV		34 .79
30375 - Petroleum Supply Specialist		26 .50
30390 - Photo-Optics Technician		24 .55
30395 - Radiation Control Technician		26 .50
30461 - Technical Writer I		23 .62
30462 - Technical Writer II		28 .90
30463 - Technical Writer III		34 .96
30491 - Unexploded Ordnance (UXO) Technician I		26 .79
30492 - Unexploded Ordnance (UXO) Technician II		32 .41
30493 - Unexploded Ordnance (UXO) Technician III		38 .85
30494 - Unexploded (UXO) Safety Escort		26 .79
30495 - Unexploded (UXO) Sweep Personnel		26 .79
30501 - Weather Forecaster I		27 .17
30502 - Weather Forecaster II		33 .05
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22 .09
30621 - Weather Observer, Senior	(see 2)	24 .55

### **31000 - Transportation/Mobile Equipment Operation Occupations**

31010 - Airplane Pilot		32 .41
31020 - Bus Aide		15 .34
31030 - Bus Driver		19 .68
31043 - Driver Courier		14 .03
31260 - Parking and Lot Attendant		13 .65
31290 - Shuttle Bus Driver		14 .57
31310 - Taxi Driver		12 .17
31361 - Truckdriver, Light		14 .57

31362 - Truckdriver, Medium	15 .55
31363 - Truckdriver, Heavy	20 .79
31364 - Truckdriver, Tractor-Trailer	20 .79
<b>99000 - Miscellaneous Occupations</b>	
99020 - Cabin Safety Specialist	15 .80
99030 - Cashier	10 .04
99050 - Desk Clerk	11 .17
99095 - Embalmer	28 .59
99130 - Flight Follower	26 .79
99251 - Laboratory Animal Caretaker I	13 .51
99252 - Laboratory Animal Caretaker II	14 .37
99260 - Marketing Analyst	29 .45
99310 - Mortician	28 .59
99410 - Pest Controller	21 .72
99510 - Photofinishing Worker	15 .03
99710 - Recycling Laborer	15 .45
99711 - Recycling Specialist	17 .58
99730 - Refuse Collector	14 .40
99810 - Sales Clerk	12 .38
99820 - School Crossing Guard	15 .22
99830 - Survey Party Chief	19 .43
99831 - Surveying Aide	11 .82
99832 - Surveying Technician	17 .68
99840 - Vending Machine Attendant	18 .44
99841 - Vending Machine Repairer	21 .95
99842 - Vending Machine Repairer Helper	18 .44

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the

predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).